

**BEFORE THE PUBLIC UTILITIES COMMISSION OF THE STATE OF CALIFORNIA**

Application of Southern California Edison Company (U 338-E) For Authority to, Among Other Things, Increase Its Authorized Revenues For Electric Service in 2003, And to Reflect That Increase in Rates.

Application 02-05-004  
(Filed May 3, 2002)

Investigation on the Commission's Own Motion into the Rates, Operations, Practices, Service and Facilities of Southern California Edison Company.

Investigation 02-06-002  
(Filed June 6, 2002)

**ASSIGNED COMMISSIONER'S RULING REGARDING  
TESTIMONY ON WORKFORCE DIVERSITY**

**1. Summary**

This ruling directs Southern California Edison Company (SCE) to submit testimony regarding the diversity of its workforce over the past ten years, as well as its present and future plans regarding workforce diversity.

**2. Background and Discussion**

The record in the first phase of this test year 2003 general rate case (GRC) includes some information pertaining to the diversity of SCE's workforce. (*See, e.g.,* Exhibit 268 – Testimony of John C. Gamboa on behalf of the Greenlining Institute and Latino Issues Forum.) However, this data appears to be limited to SCE's Board of Directors, its executive officers, and the top 100, 500, and 1000 employees as measured by salary. I have determined that the record of this

proceeding should be supplemented with more detailed information regarding the diversity of SCE's entire workforce and the company's plans and programs regarding workforce diversity. I therefore direct SCE to compile such data and present it to the Commission in the manner set forth below.

Recently, in response to a ruling by the Assigned Commissioner in Application (A.) 02-11-017, Pacific Gas and Electric Company's (PG&E) test year 2003 GRC, PG&E submitted testimony regarding its workforce diversity.<sup>1</sup> An excerpt from that testimony is attached to this ruling as Attachment A. It is a summary table that shows, for the years 1987, 1992, and 2002, the numbers and percentages of minority and women officers, directors, managers, and administrative, technical, and bargaining unit employees.

The summary table in Attachment A may serve as a rough template for the data that SCE provides pursuant to this ruling. However, I recognize that SCE may need to adapt the format to reflect its own circumstances, and I expect it to do so. Also, it is conceivable that the aggregation of administrative and technical employees could mask important underlying data. Hypothetically, if a utility's administrative staff were disproportionately female and its technical staff were disproportionately male, then aggregation of the data could possibly hide those facts. I ask that SCE present data on its workforce diversity in such a manner that avoids such masking of relevant information. I also ask that SCE show diversity data separately for those professions requiring recognized professional qualifications (*e.g.*, attorney, accountants, and engineers). In addition to providing an appropriate summary table, SCE should include necessary and

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<sup>1</sup> PG&E Exhibit 14, Chapter 2, dated March 17, 2003. Along with other documents in its 2003 GRC, the exhibit is posted on PG&E's website at [pge.com](http://pge.com).

appropriate narrative that explains the data and any circumstances relevant to an understanding thereof. Finally, SCE should include a description of the company's plans and programs regarding workforce diversity.

I expect that the Administrative Law Judge will receive the requested testimony into evidence, subject to opportunity for hearing as provided in this ruling. Subject to further ruling, I do not anticipate a need for additional testimony from other parties regarding the testimony to be submitted by SCE, nor do I expect a need for supplemental briefing on the testimony. Also, I do not expect that the schedule for processing the revenue requirement phase of this GRC will be affected by this request or the responses thereto.

**IT IS RULED** that:

1. Within 30 days of the date of this ruling, Southern California Edison Company (SCE) shall submit testimony regarding the diversity of its workforce in accordance with the foregoing discussion. Such testimony shall be served on parties of record.

2. Any party who believes that evidentiary hearings are required with respect to the facts underlying the testimony submitted by SCE pursuant to Ordering Paragraph 1 of this ruling shall so advise the Administrative Law Judge and parties by e-mail due 15 days after the date that SCE serves the testimony.

Dated April 8, 2003, at San Francisco, California.

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/s/ Carl W. Wood  
Carl W. Wood  
Assigned Commissioner

**ATTACHMENT A**

**EXCERPT FROM PG&E TESTIMONY IN A.02-11-017  
REGARDING WORKFORCE DIVERSITY**

**Exhibit No. PG&E-14, Dated March 17, 2003  
Chapter 2, Attachment 2, p. 2A2-1**

## Calculations in support of Diversity Testimony

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Officers</b>					
<b>Year</b>	<b>Total # minority</b>	<b>Total # women</b>	<b>Total # of officers</b>	<b>Percent minority (col. B/col. D)</b>	<b>Percent women (col. C/col. D)</b>
1987	1	1	32	3.1%	3.1%
1992	4	2	39	10.3%	5.1%
2002	10	7	25	40.0%	28.0%

<b>Directors</b>					
<b>Year</b>	<b>Total # minority</b>	<b>Total # women</b>	<b>Total # of directors</b>	<b>Percent minority (col. B/col. D)</b>	<b>Percent women (col. C/col. D)</b>
1987	15	21	185	8.1%	11.4%
1992	20	23	200	10.0%	11.5%
2002	22	32	111	19.8%	28.8%

<b>Managers</b>					
<b>Year</b>	<b>Total # minority</b>	<b>Total # women</b>	<b>Total # of managers</b>	<b>Percent minority (col. B/col. D)</b>	<b>Percent women (col. C/col. D)</b>
1987	12	9	150	8.0%	6.0%
1992	23	43	249	9.2%	17.3%
2002	95	109	472	20.1%	23.1%

<b>Administrative and Technical</b>					
<b>Year</b>	<b>Total # minority</b>	<b>Total # women</b>	<b>Total # of A&amp;T</b>	<b>Percent minority (col. B/col. D)</b>	<b>Percent women (col. C/col. D)</b>
1987	576	1031	1289	44.7%	80.0%
1992	534	923	1100	48.5%	83.9%
2002	267	371	503	53.1%	73.8%

<b>Bargaining Units</b>					
<b>Year</b>	<b>Total # minority</b>	<b>Total # women</b>	<b>Total # of barg unit</b>	<b>Percent minority (col. B/col. D)</b>	<b>Percent women (col. C/col. D)</b>
1987	5383	3574	18878	28.5%	18.9%
1992	5259	3370	17616	29.9%	19.1%
2002	4392	2773	13050	33.7%	21.2%

**CERTIFICATE OF SERVICE**

I certify that I have by mail this day served a true copy of the original attached Assigned Commissioner's Ruling Regarding Testimony on Workforce Diversity on all parties of record in this proceeding or their attorneys of record.

Dated April 8, 2003, at San Francisco, California.

/s/ Antonina V. Swansen

Antonina V. Swansen

**N O T I C E**

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